

Should you switch off or stay engaged?

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Propositions accompanying the dissertation

SHOULD YOU SWITCH OFF OR STAY ENGAGED?

The consequences of thinking about work outside work for well-being and job performance

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December 11th, 2019

1. The way that people experience after work time (i.e. in the evening or the weekend) is crucial for their well-being and job performance (this thesis).
2. Being mentally engaged with work-related issues after work is not necessarily a threatening factor for well-being and job performance as it depends on the type of work-related perseverative thinking (this thesis).
3. Work-related affective rumination inhibits the recovery process and consequently leads to exhaustion over time (this thesis).
4. Problem-solving pondering is beneficial for recovery and well-being only for employees who are good in regulating their thoughts and feelings. On contrary, for employees who are not good in regulating their thoughts and feelings, problem-solving pondering is detrimental (this thesis).
5. To have productive employees, the time that employees spend after work should be as important to employers as the time that employees spend at work.
6. Governments and legislative assemblies of labor laws should critically evaluate their current labor laws and assess whether the current laws sufficiently protect employees from work-related factors that inhibit the recovery process during non-work time (valorization).
7. Despite scientific progress, practical guidelines on how to effectively recover from work are still missing.
8. When there is a problem, it is more reasonable to spend our energy on how to solve it rather than to ask why.
9. Occupational health research has so far examined the causes of burnout rather than looking at how to improve employees' well-being.
10. Science is the only treasure that does not end with spending (Imam Ali (*p*)).